



# The Time For Talent

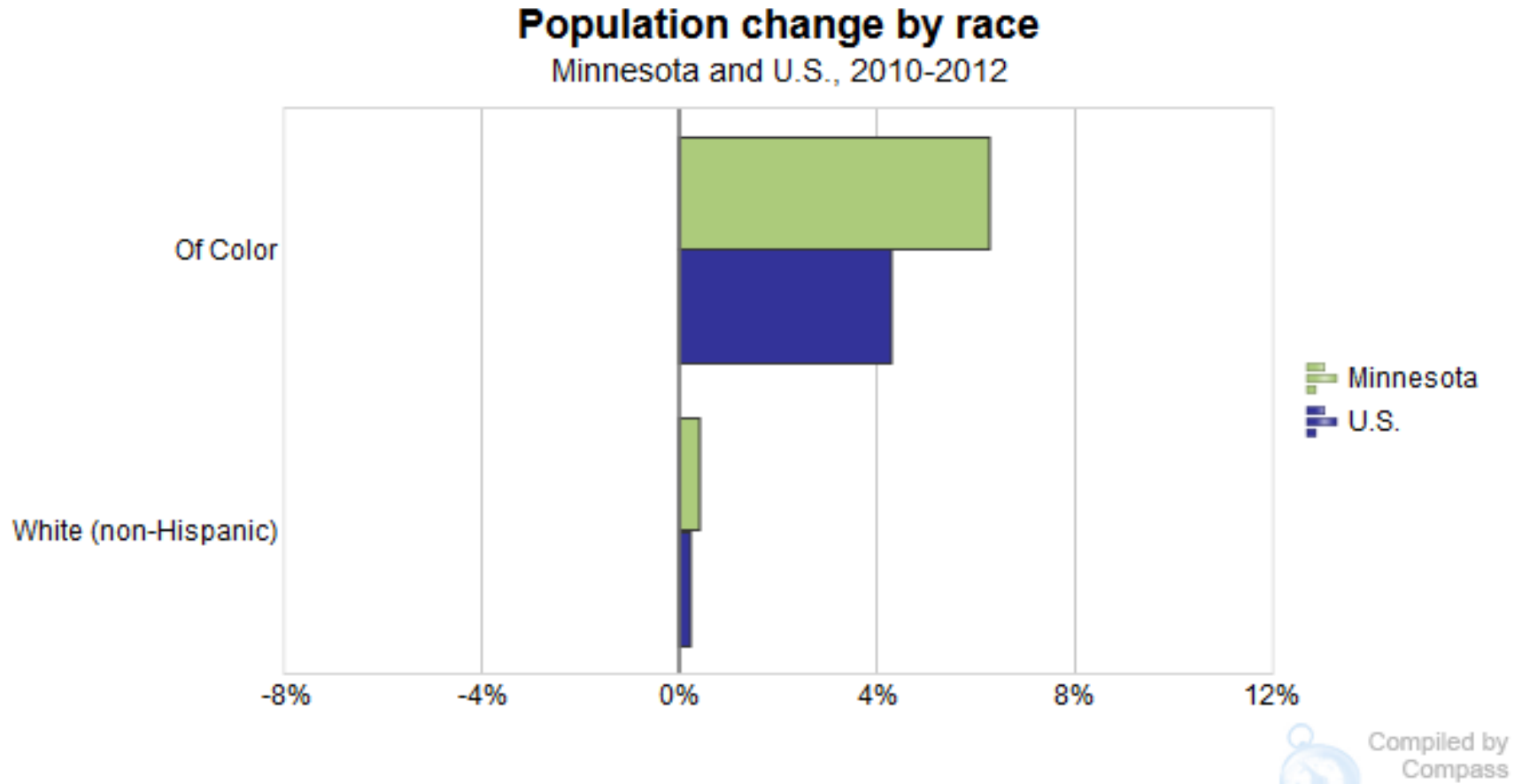
Susan Brower

Minnesota State Demographer

February 2014



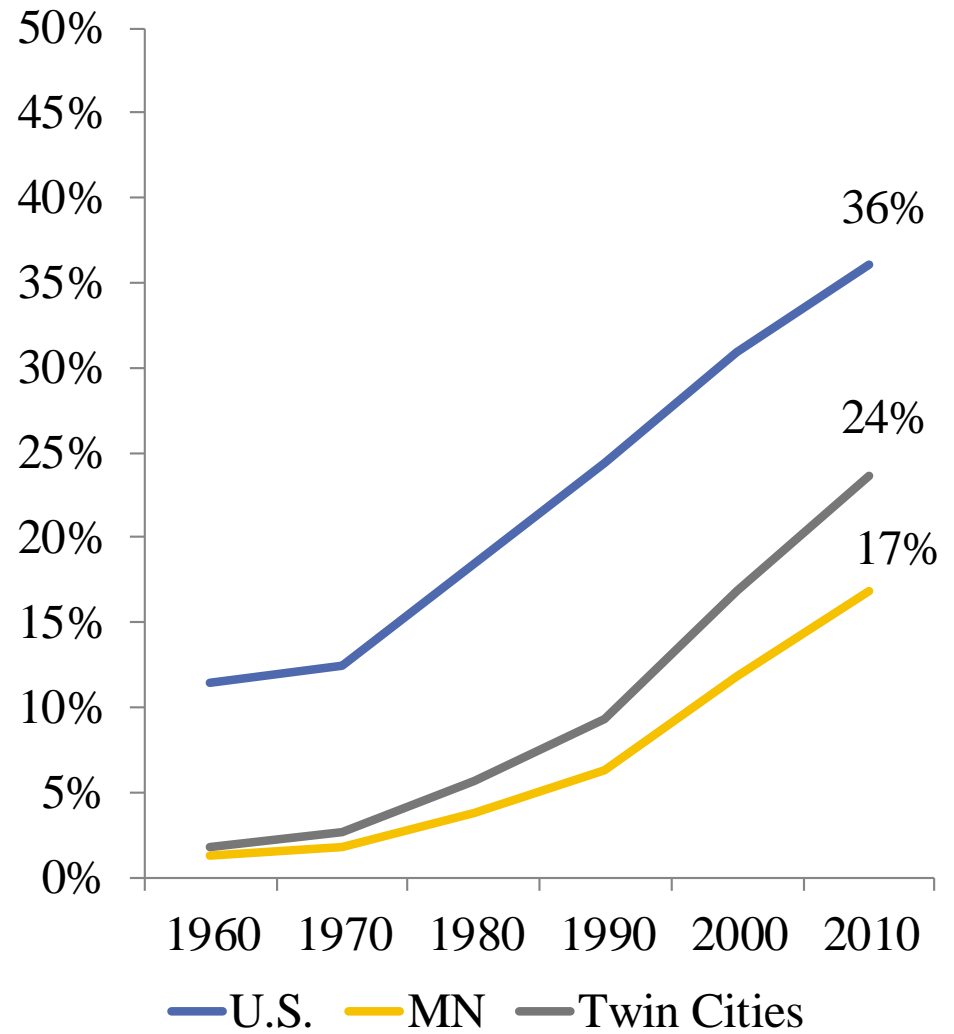
# + Populations of Color growing faster than White population





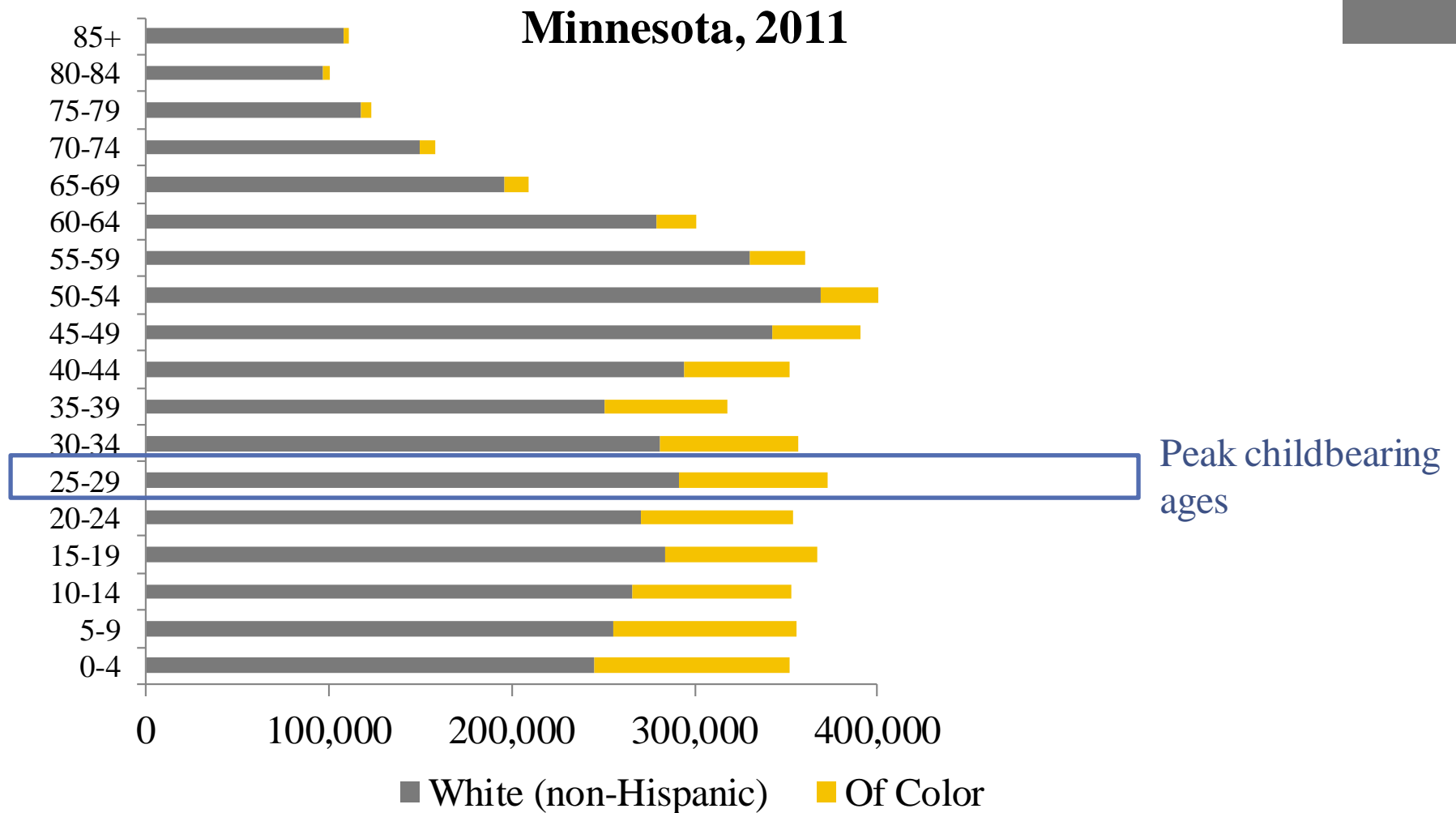
Minnesota is becoming more diverse, but is not as diverse as the U.S. overall

## Percent Of Color 1960-2010



Source: U.S. Census Bureau

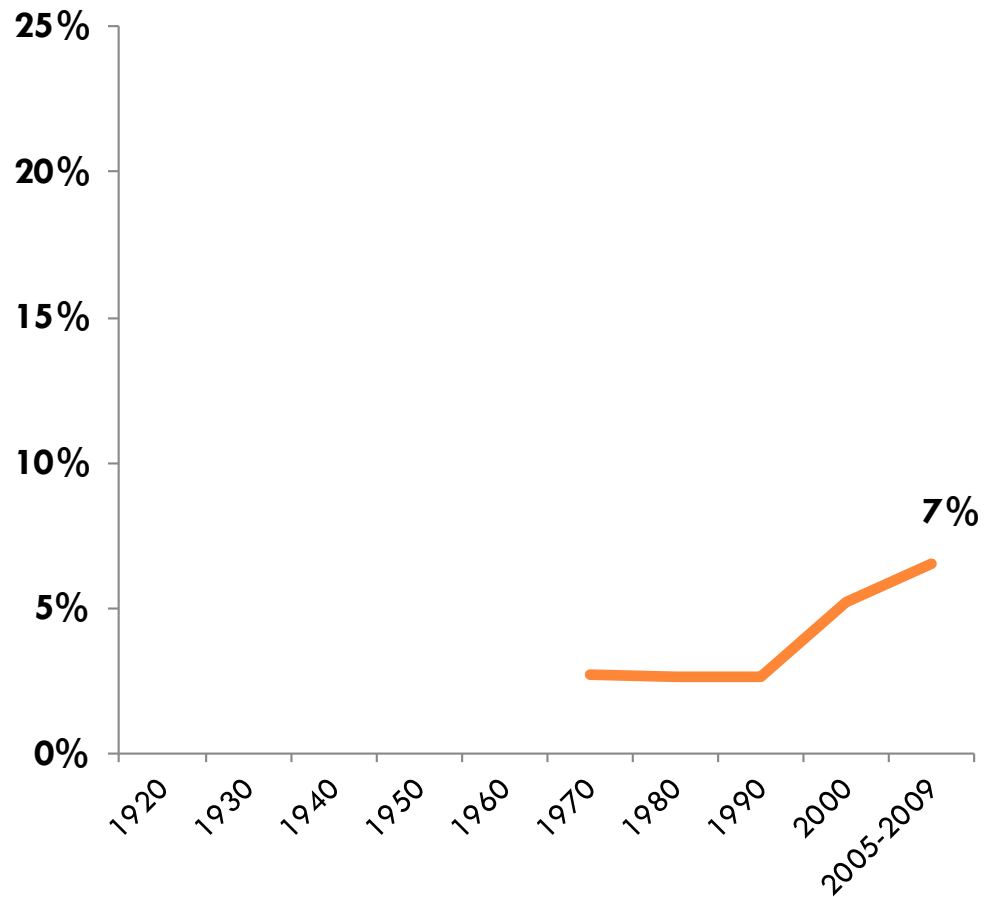
# + Younger generations are more diverse than older generations





# International immigration has increased in recent years

Percent Foreign Born  
Minnesota 1970-2009

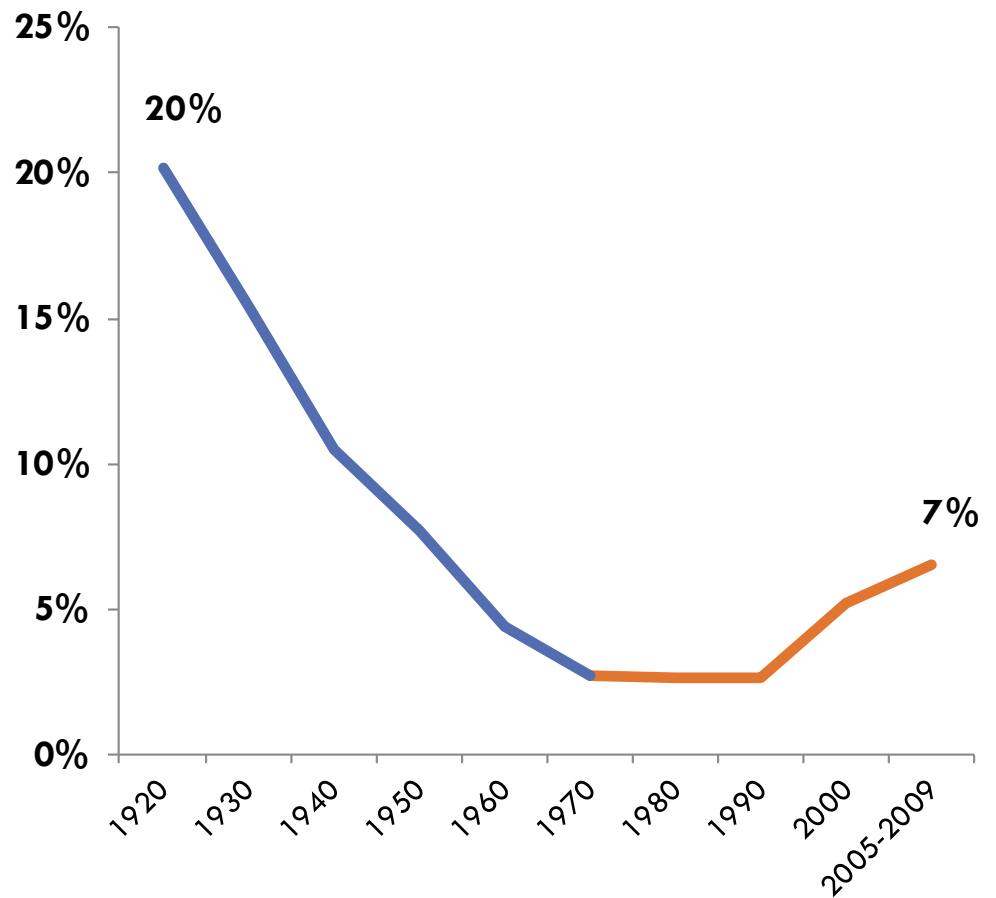


Source: U.S. Census Bureau



...but  
immigration is  
not a new  
phenomenon in  
MN

Percent Foreign Born  
Minnesota 1920-2009

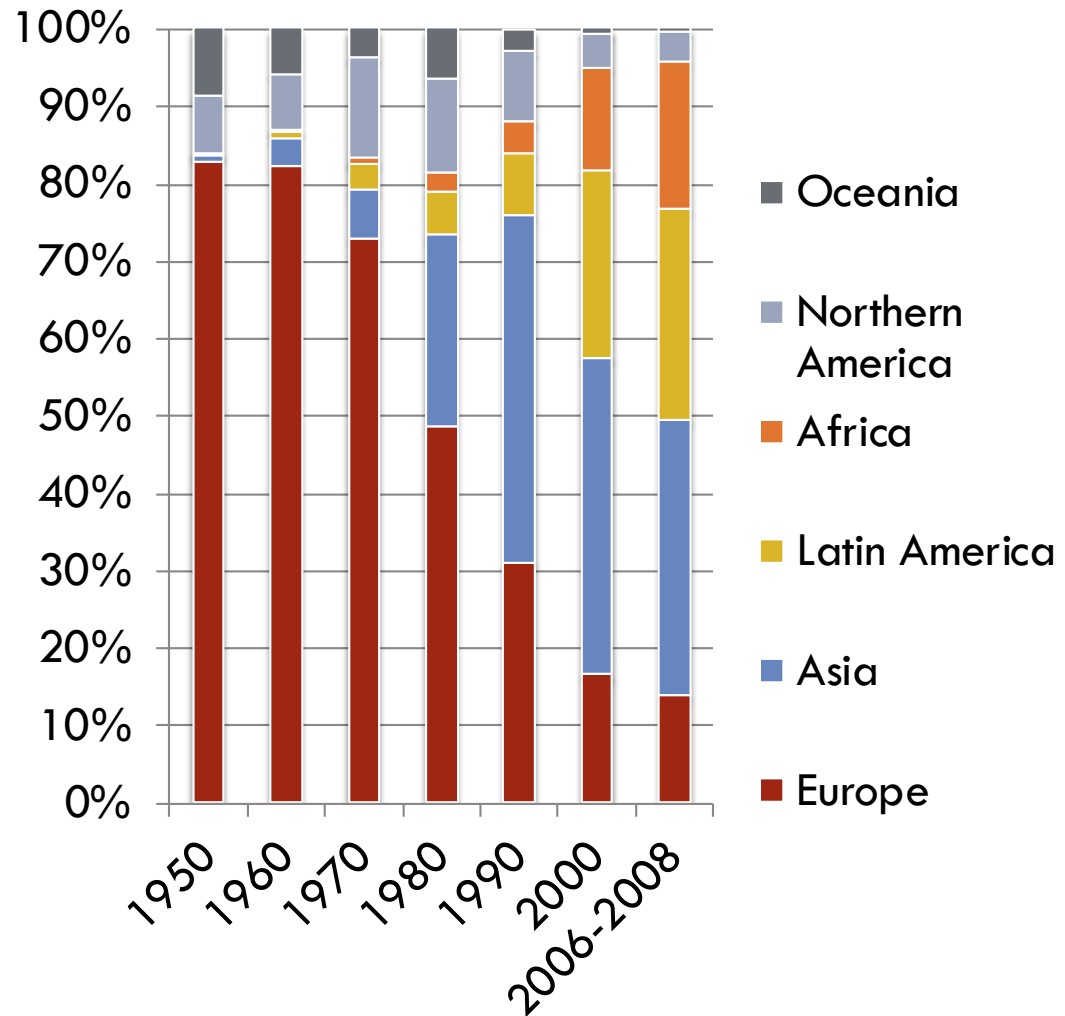


Source: U.S. Census Bureau



# Our foreign-born population is becoming increasingly diverse

Foreign Born by World Region of Birth  
Minnesota 1950-2008

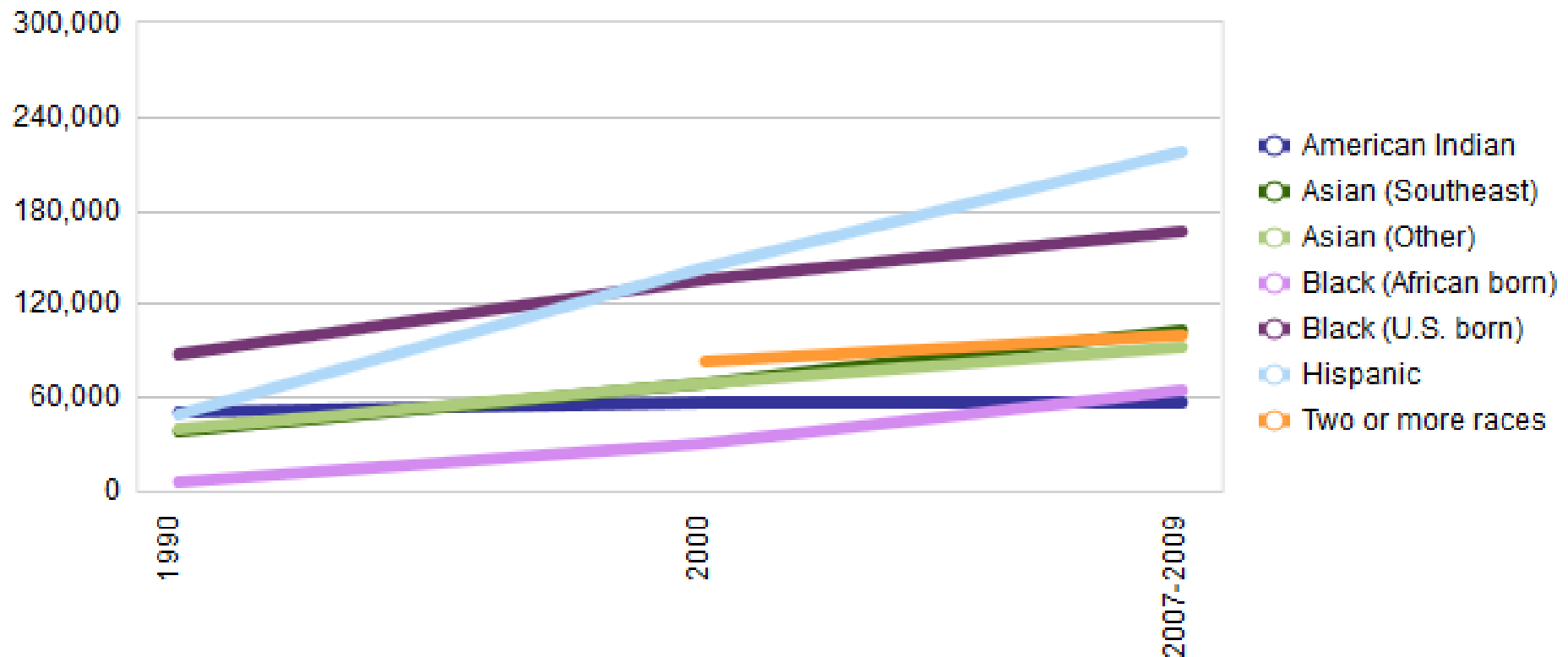


Source: mncompass.org

+ Populations of color increased rapidly in Minnesota in the past two decades

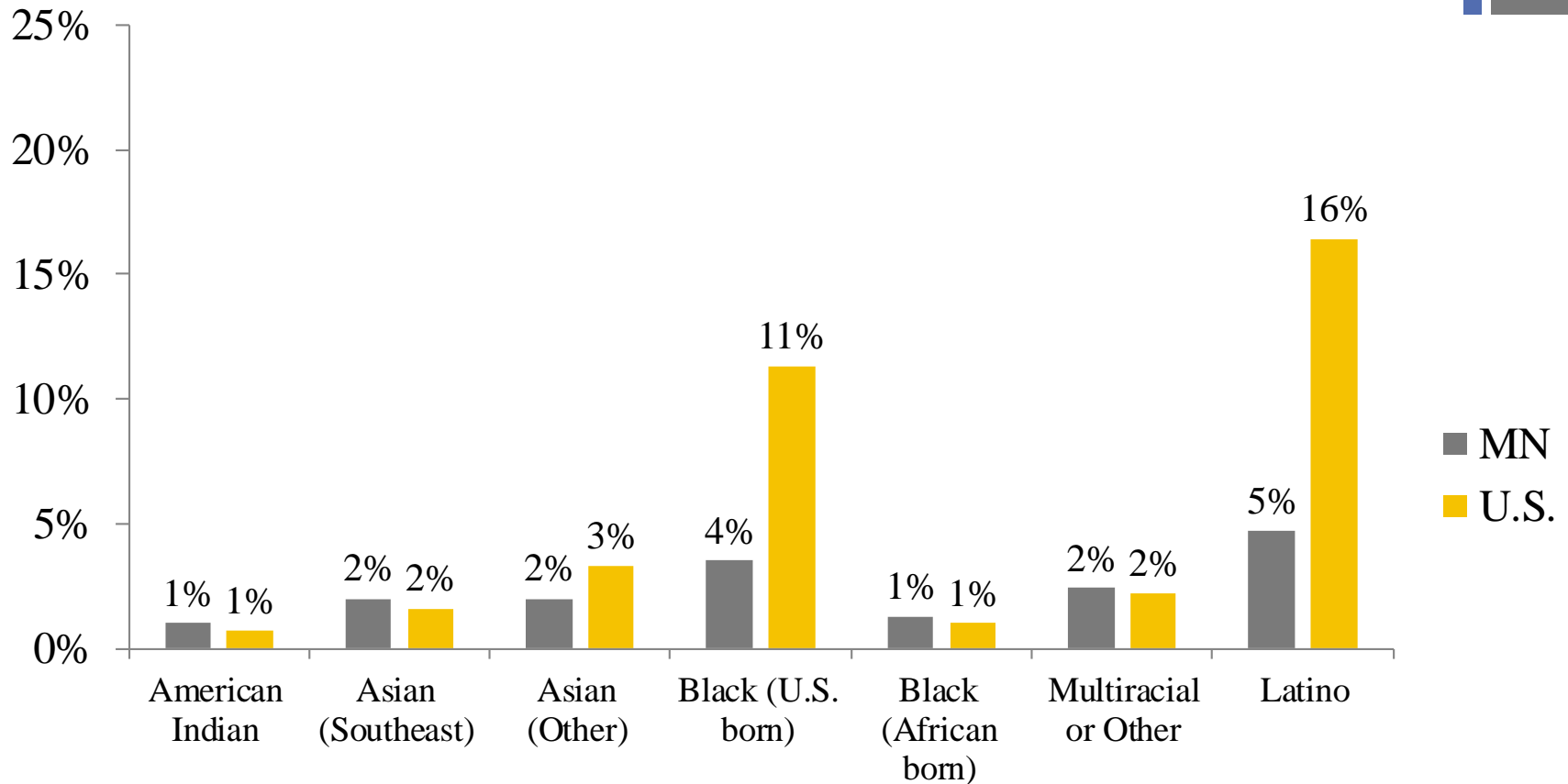
### Population of Color by racial and ethnic group

Minnesota, 1990-2009



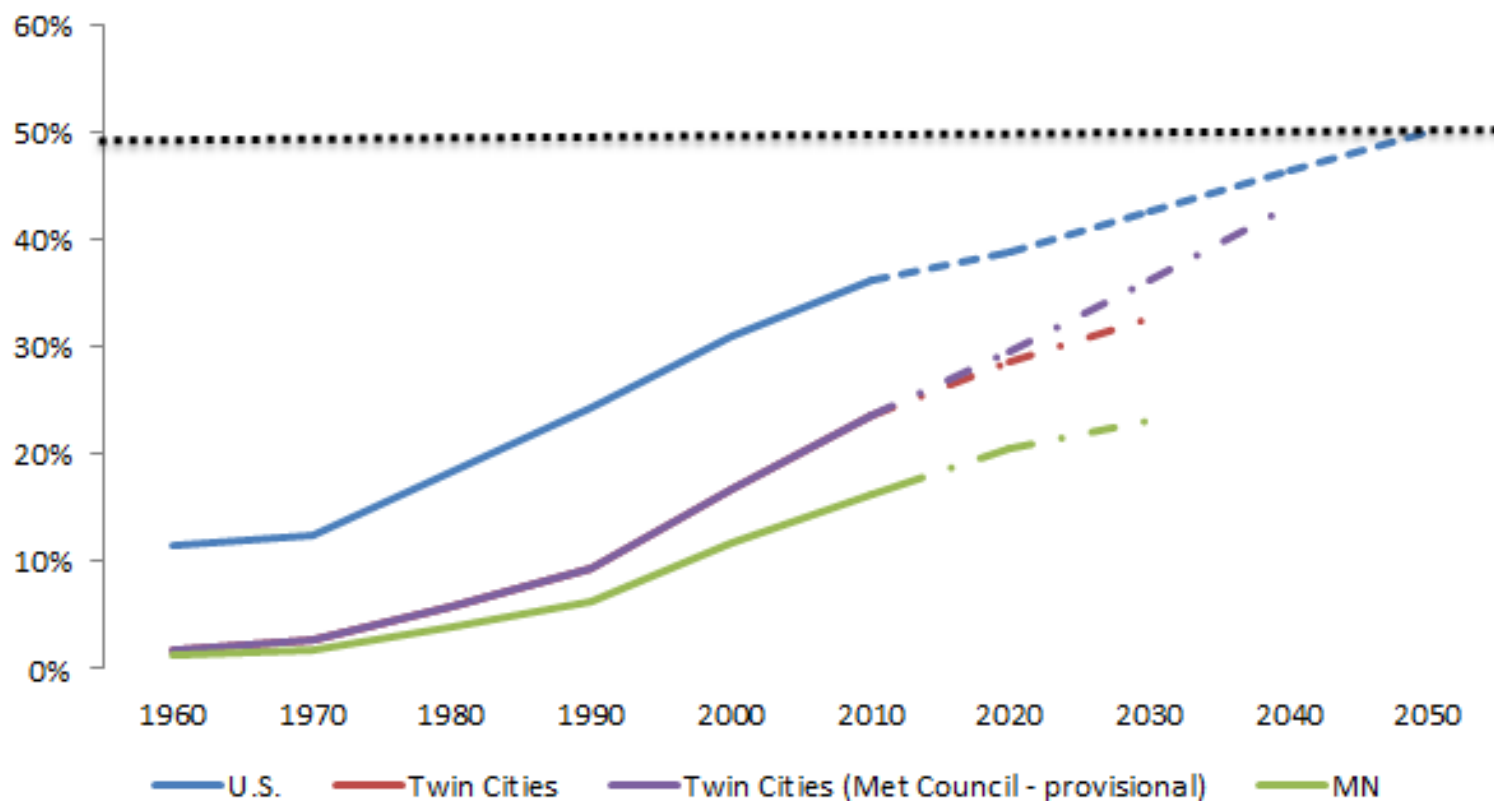


# + Minnesota racial and ethnic composition differs from the nation



+ By mid-to-late century, the Twin Cities will not have a racial majority

### Population of Color, 1960-2050



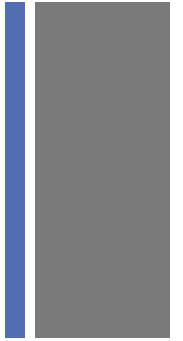
Source: U.S. Census Bureau, State Demographic Center, Met Council



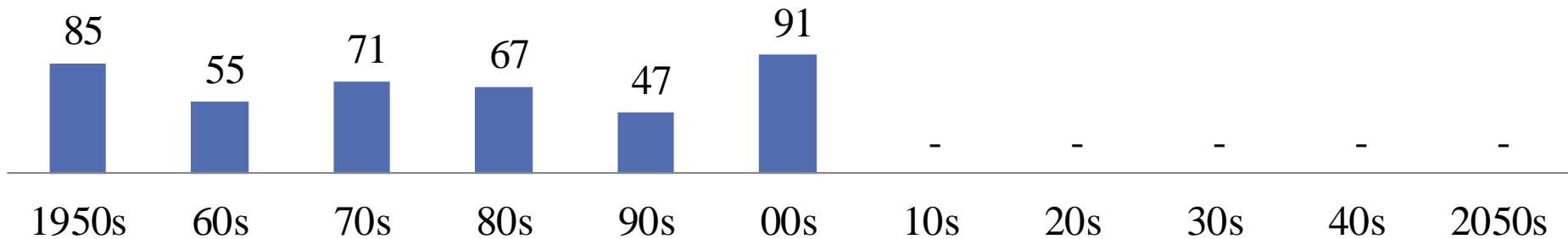
Population  
aging will  
change the  
discourse  
about **diversity**



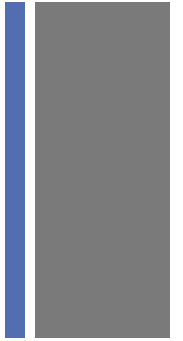
+ Number of older adults will increase substantially over the next 20 years



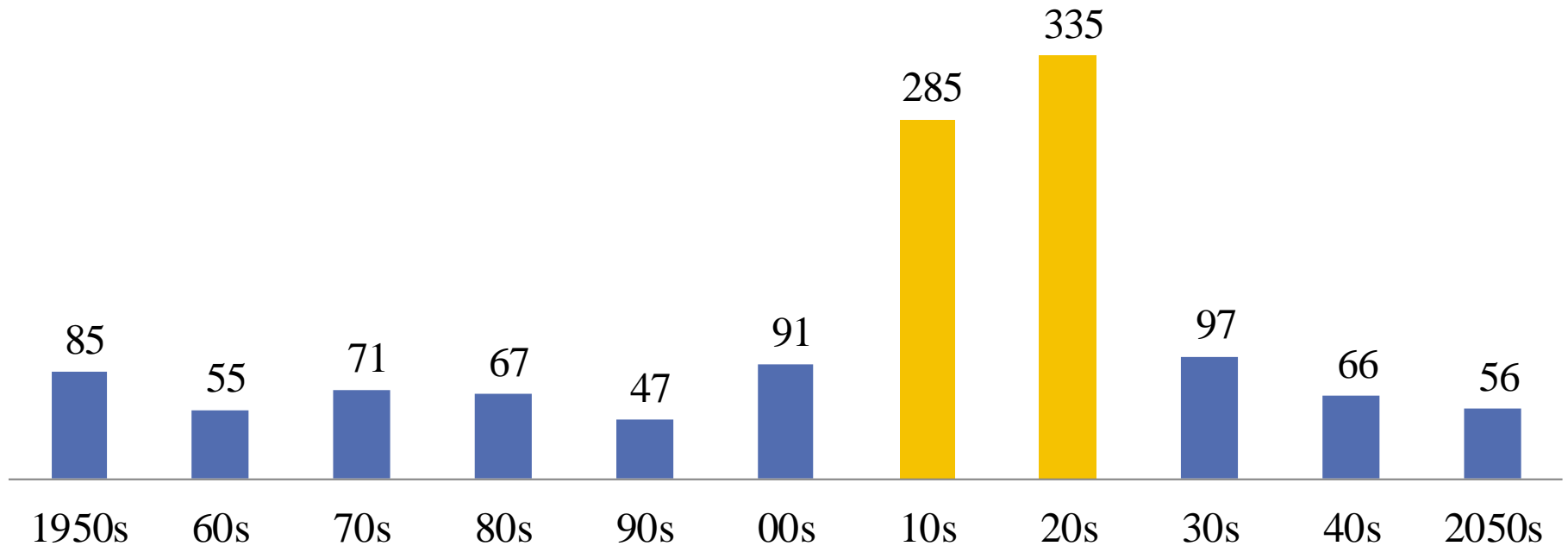
**Change in older adults, age 65+ (Thousands)**



+ Number of older adults will increase substantially over the next 20 years

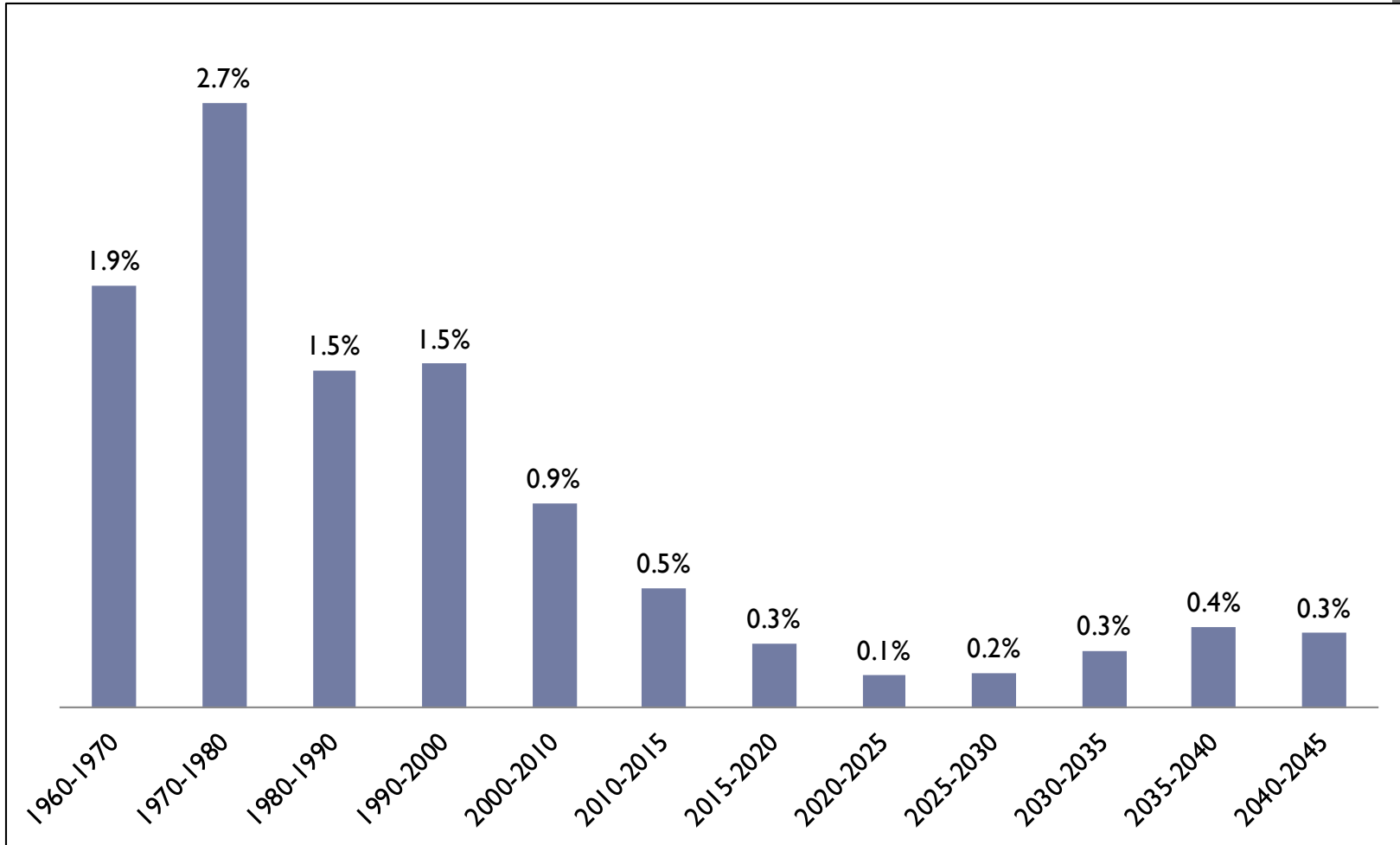


**Change in older adults, age 65+ (Thousands)**



+

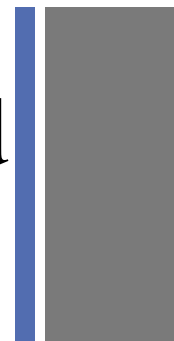
# Labor force growth is projected to slow



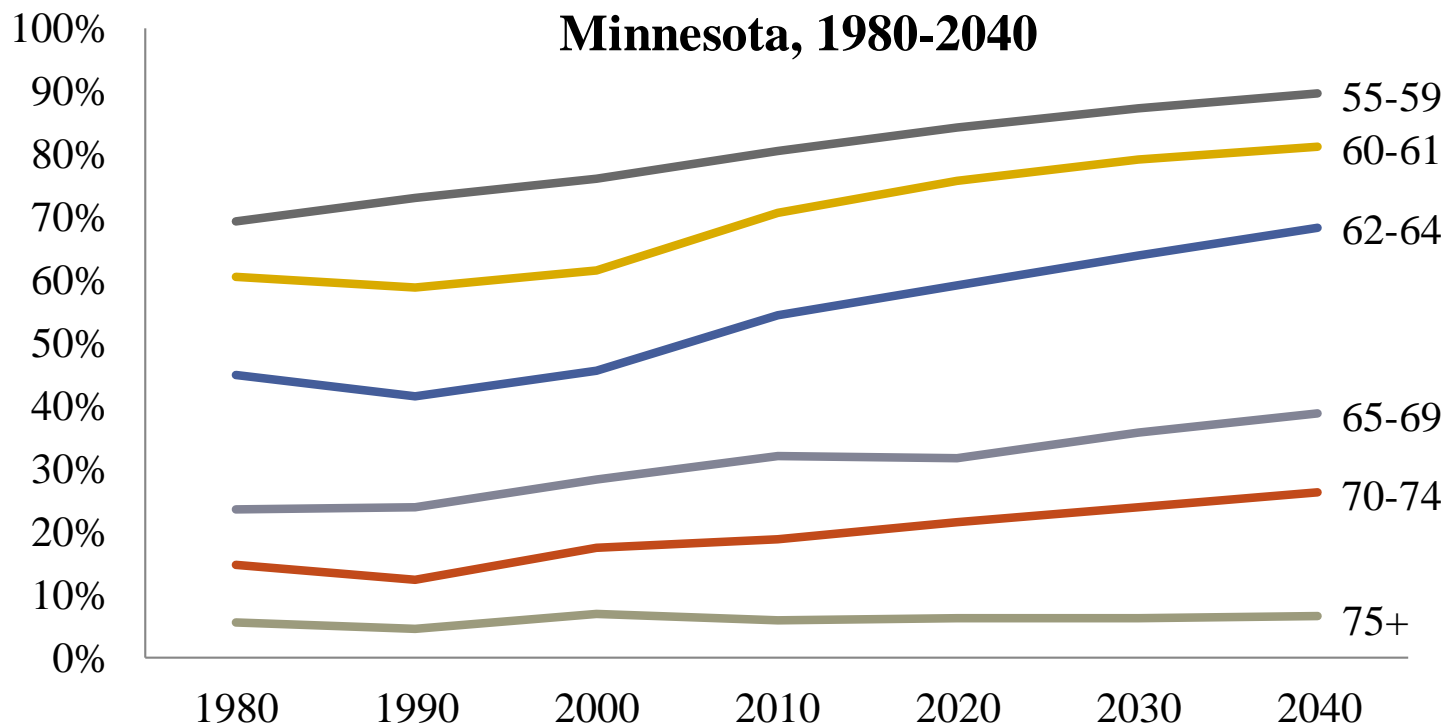
Source: Minnesota State Demographic Center Projections

+

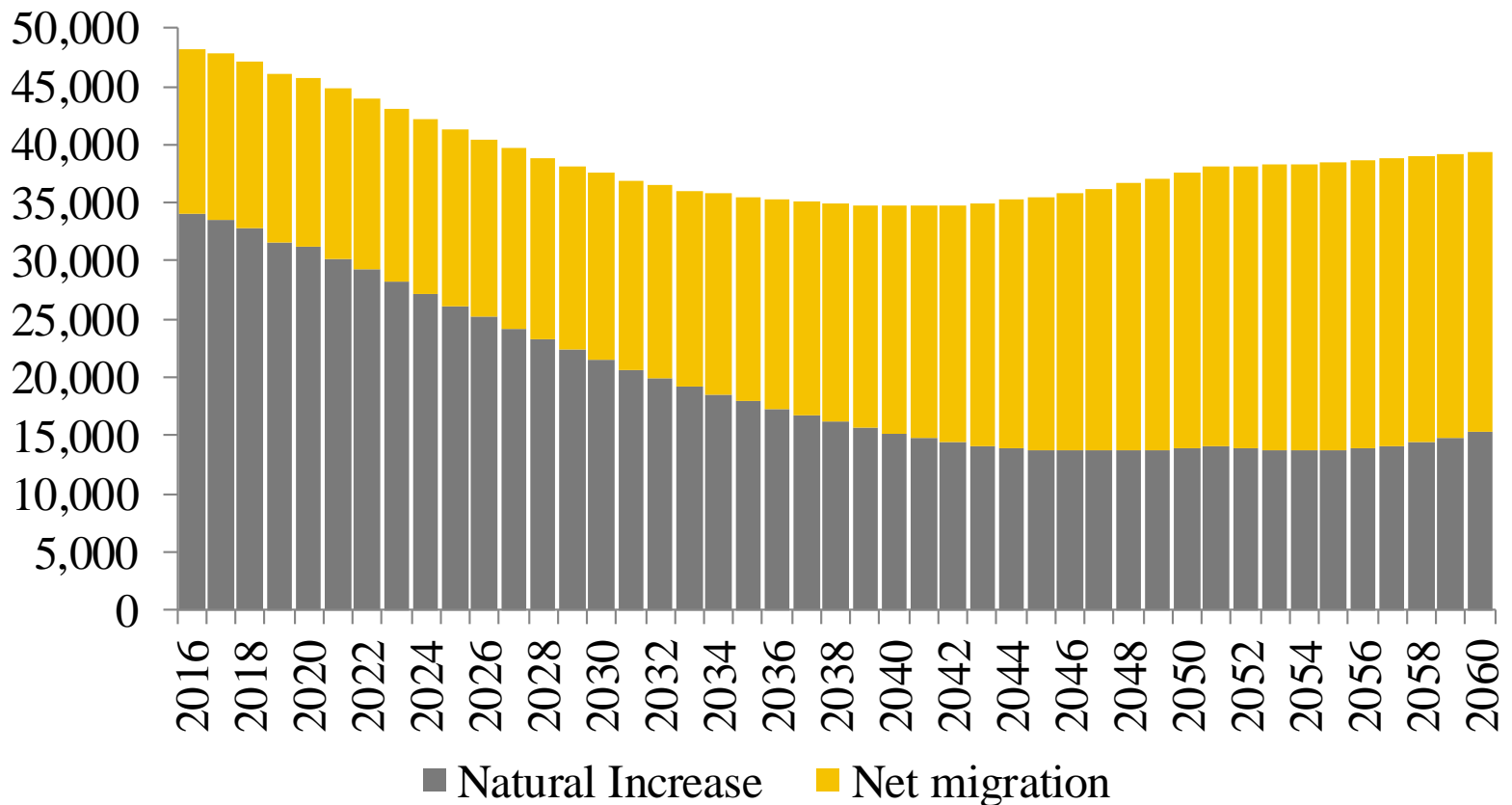
# Increased labor force participation won't be enough to counter aging trend



**Projected labor force participation  
rates of older adults  
Minnesota, 1980-2040**



+ Minnesota will need to attract new residents if it is going to continue to grow



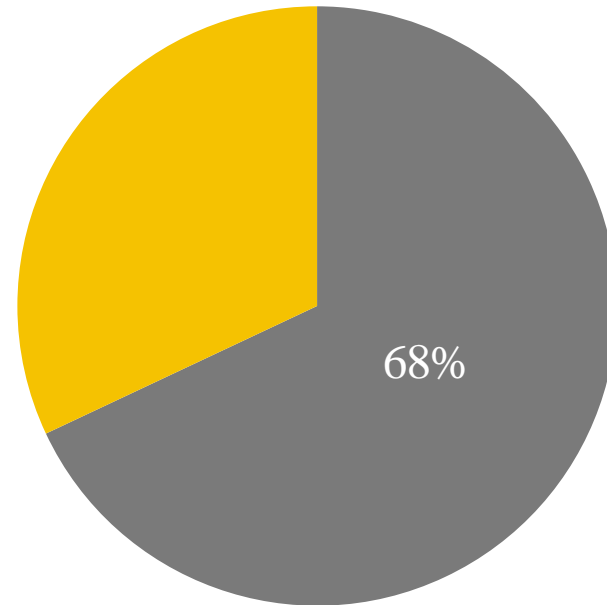
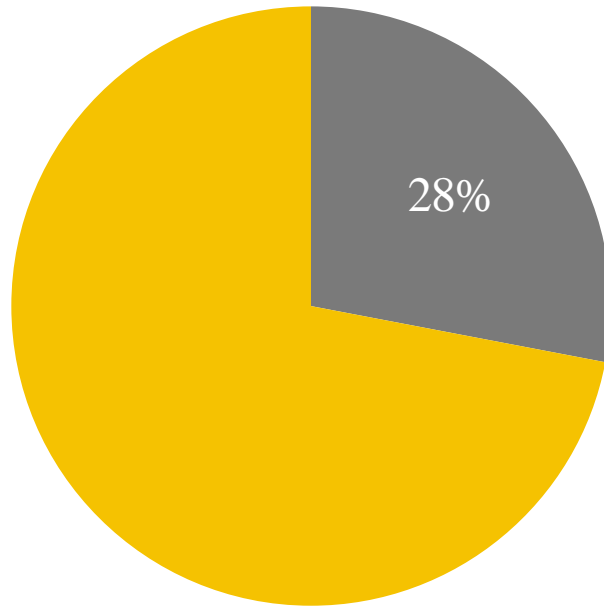


# + High school graduation is no longer enough to get an economic foothold

1973

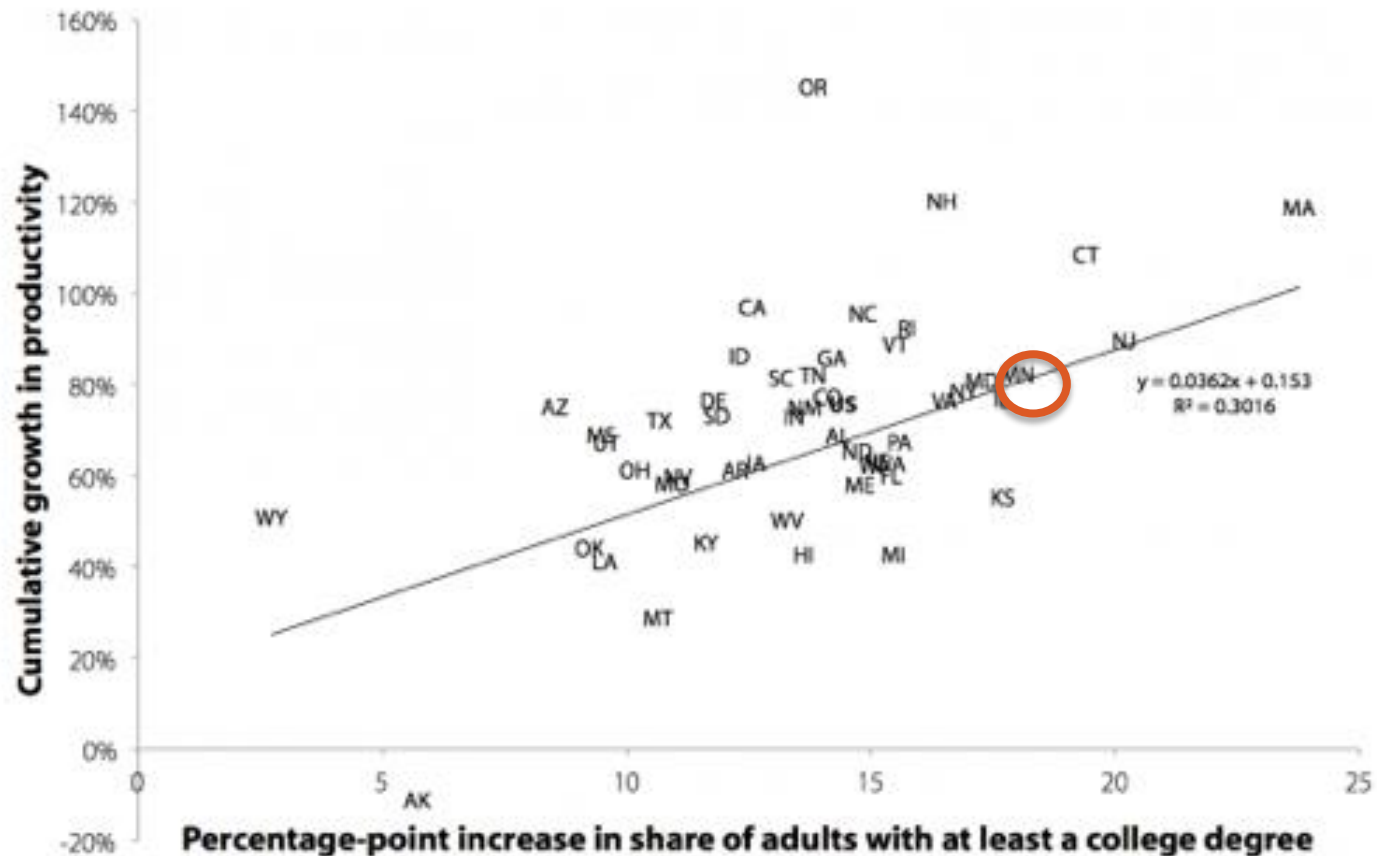
2018

Percent of jobs requiring some post-secondary education



# Productivity has grown more in states with greater growth in the educational attainment of their workforce

*Relationship between state productivity growth and increase in college attainment from 1979 to 2012*



**Source:** EPI analysis of unpublished total economy productivity data from the Bureau of Labor Statistics (BLS) Labor Productivity and Costs program, state employment data from BLS Local Area Unemployment Statistics, and college attainment data from the Current Population Survey basic monthly microdata



The education  
of *all* of our  
residents is  
more important  
than it has ever  
been

## The Time For Talent

Why the development, recruitment, and retention  
of talent is key to a prosperous future for Minnesota

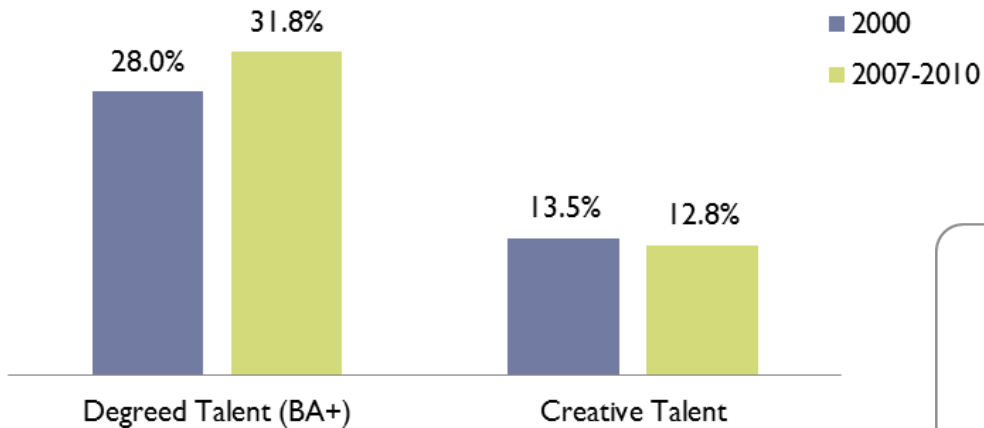


MN STATE DEMOGRAPHIC CENTER  
MARCH 2013

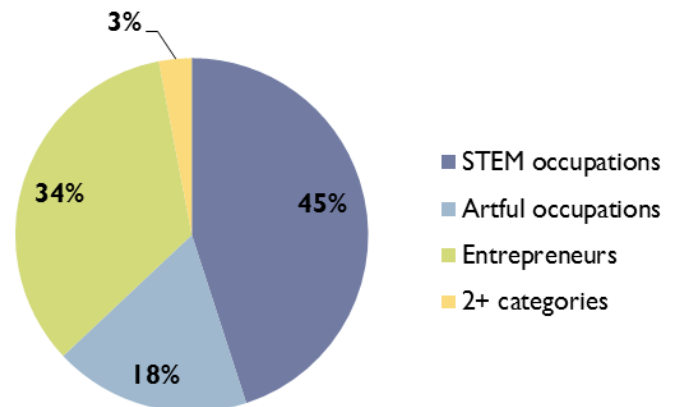


# + Minnesota has a high concentration of talent workers

**Two types of talent as a percent of the labor force**  
Minnesota, 2000-2010



**"Creative Talent" by type**  
Minnesota, 2007-2010





High retention:  
Minnesota-born  
workforce is  
more likely to  
remain in  
Minnesota.

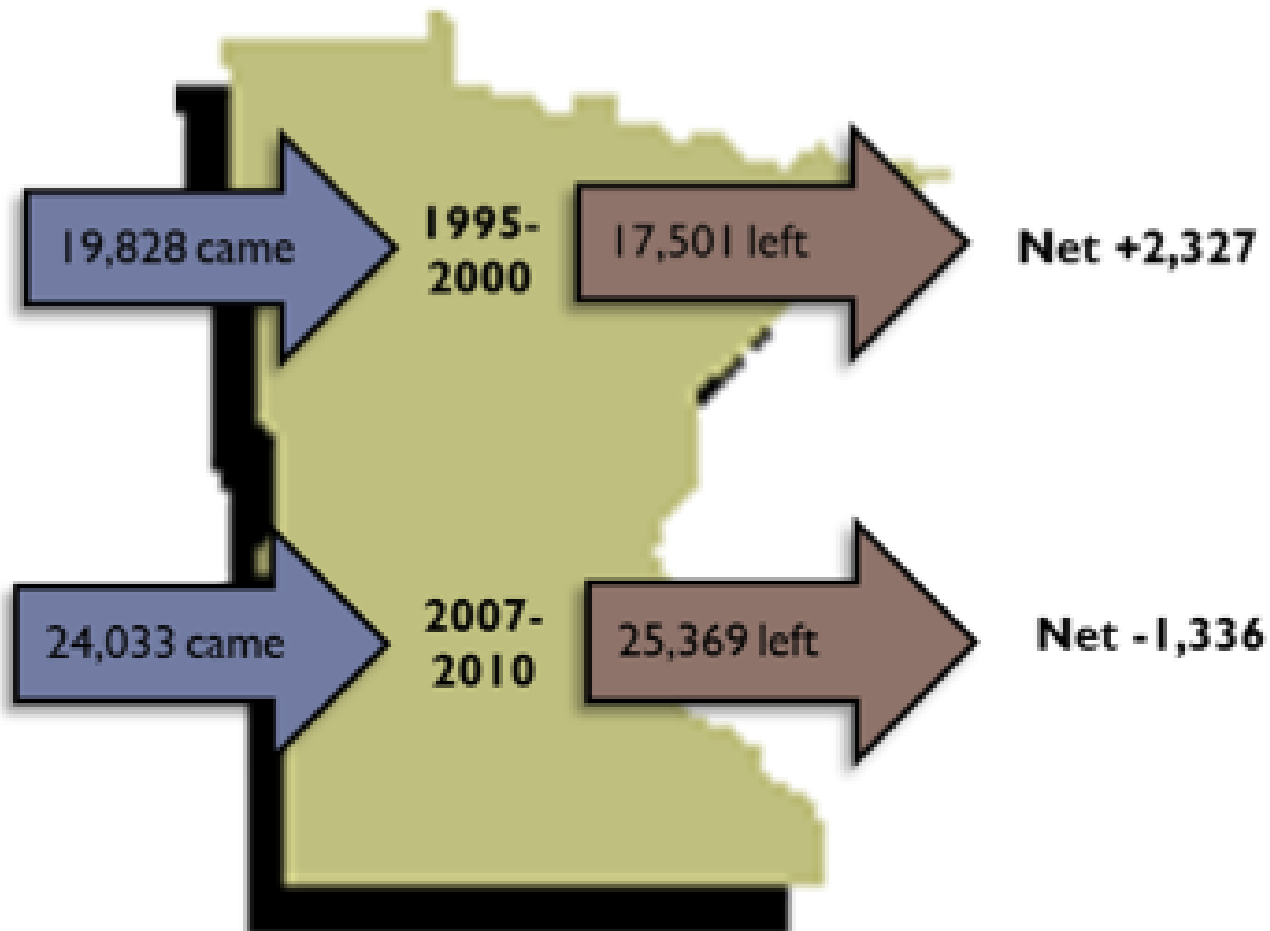
MN ranks 4<sup>th</sup> in Degreed Talent  
retention, and 6<sup>th</sup> in Creative  
Talent retention nationally.

Talent working in state of birth, 2007-2010

Degreed Talent			Creative Talent		
Rank	State	Percent	Rank	State	Percent
1	Texas	69.7%	1	Texas	72.7%
2	California	65.7%	2	California	67.1%
3	North Carolina	61.0%	3	North Carolina	66.4%
4	<b>Minnesota</b>	<b>59.1%</b>	4	Georgia	64.1%
5	Georgia	58.7%	5	Tennessee	63.2%
6	Utah	57.4%	6	<b>Minnesota</b>	<b>62.8%</b>
7	Washington	56.0%	7	Utah	62.5%
8	Tennessee	55.4%	8	South Carolina	60.2%
9	South Carolina	55.1%	9	Alabama	59.9%
10	Wisconsin	54.1%	10	Wisconsin	59.2%

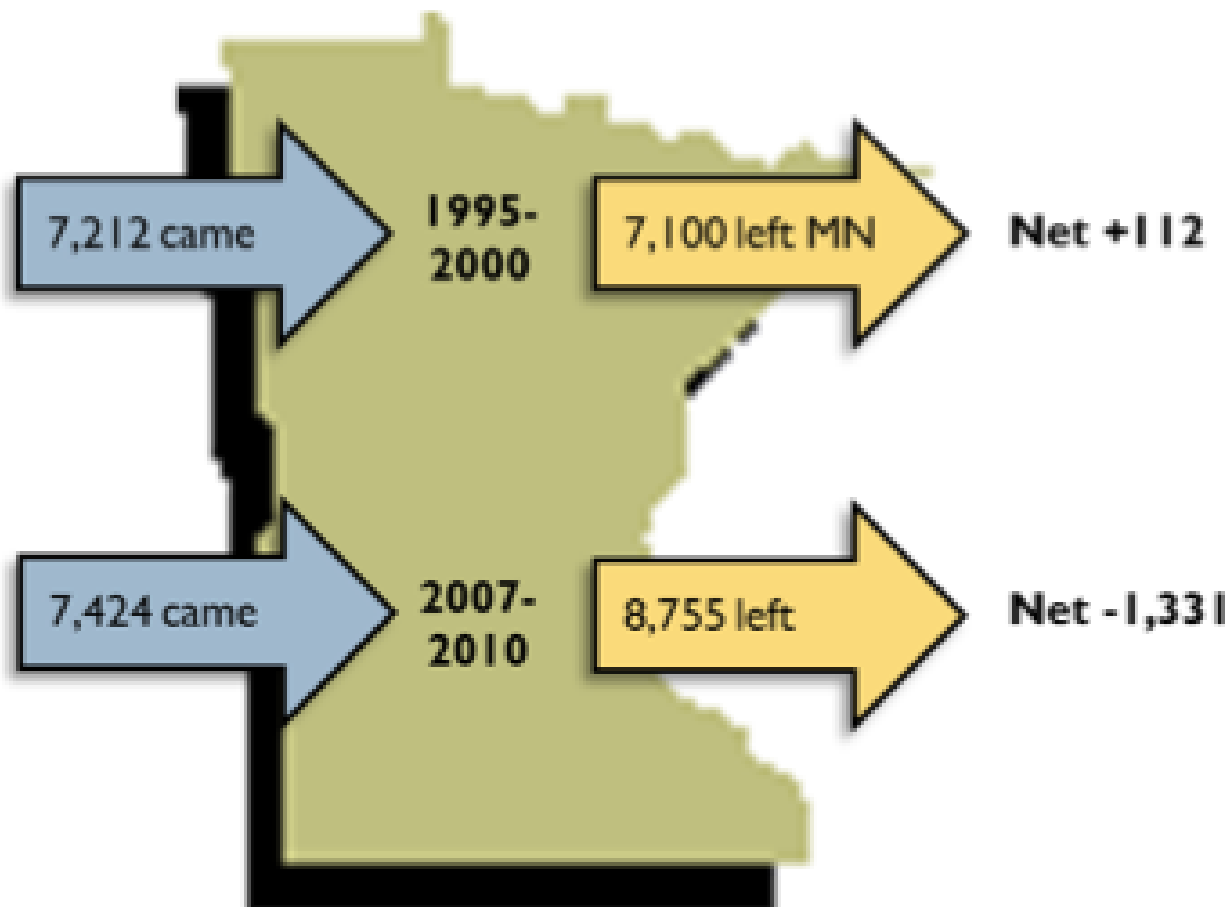
Source: MN State Demographic Center analysis of IPUMS

**Average annual Degreed Talent migrants**  
Minnesota, 1995-2000 and 2007-2010



**Source: MN State Demographic Center analysis of IPUMS.**

**Average annual Creative Talent migrants**  
Minnesota, 1995-2000 and 2007-2010



**Source: MN State Demographic Center analysis of IPUMS.**



## International Gain:

Increased talent  
flow has offset  
domestic loss

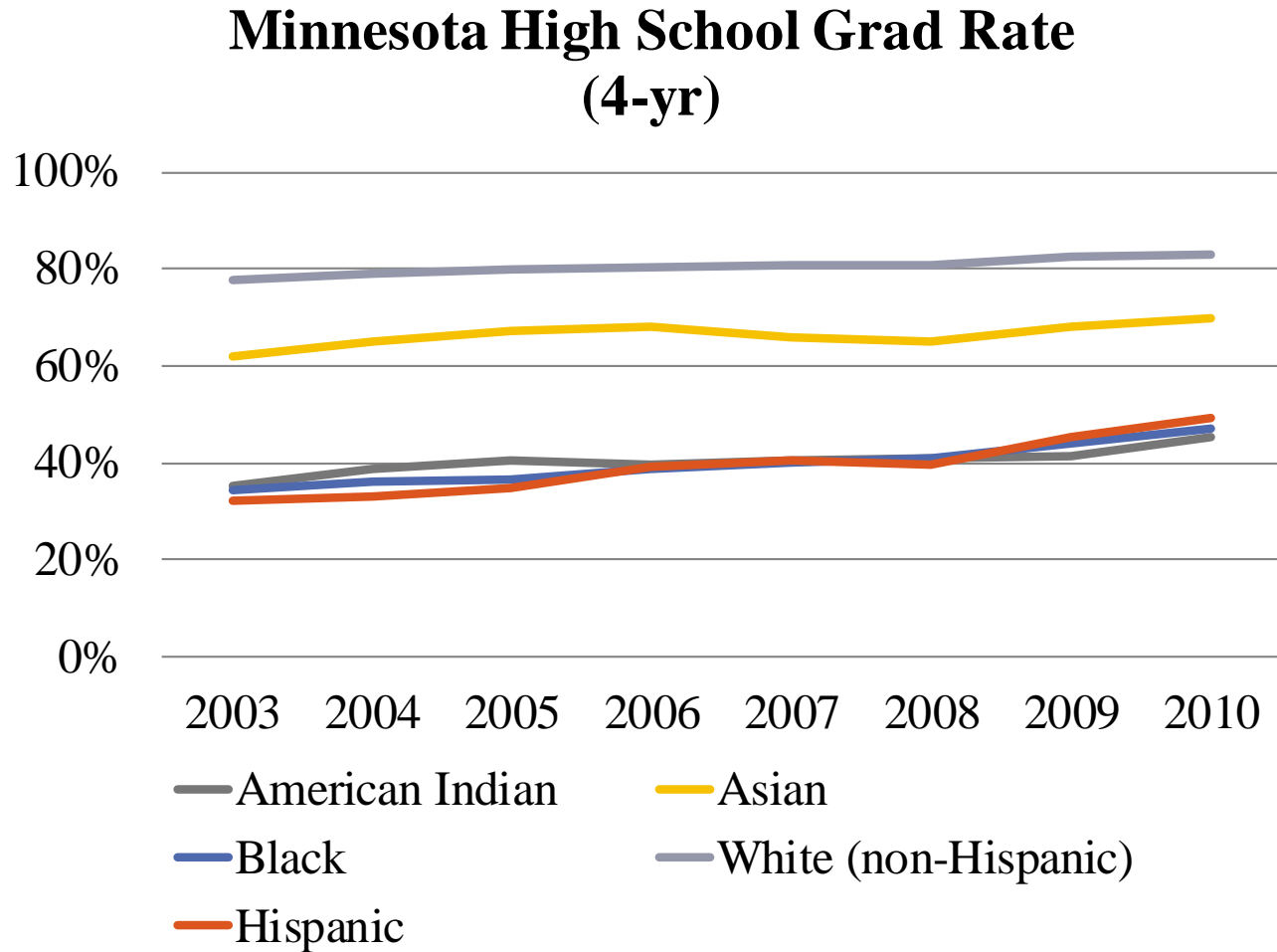
- 2007-2010 annual average gains:
  - Degreed Talent – 4,300
  - Creative Talent – 2,100

This poses a tough question:

Are Minnesotans being  
adequately equipped to compete  
in a changing economy?

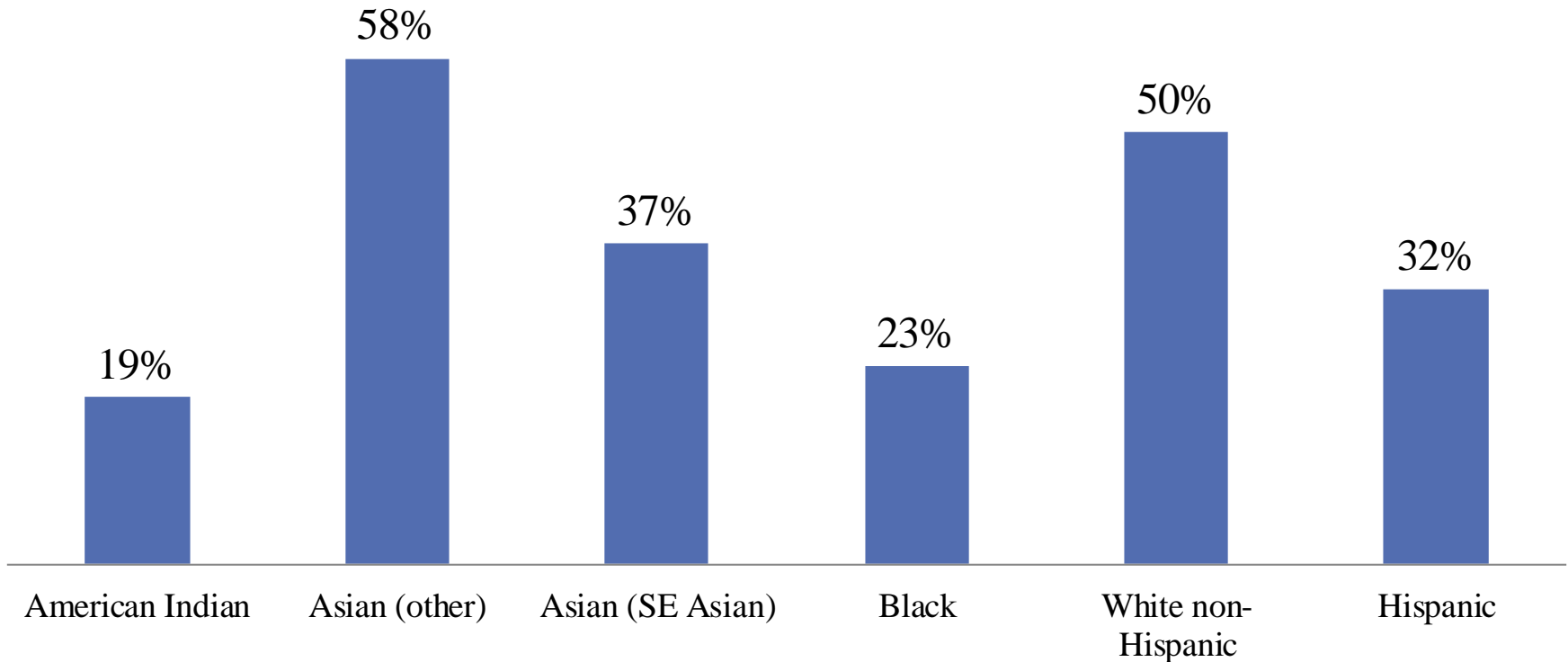


# + Racial gaps in attainment are large and persistent



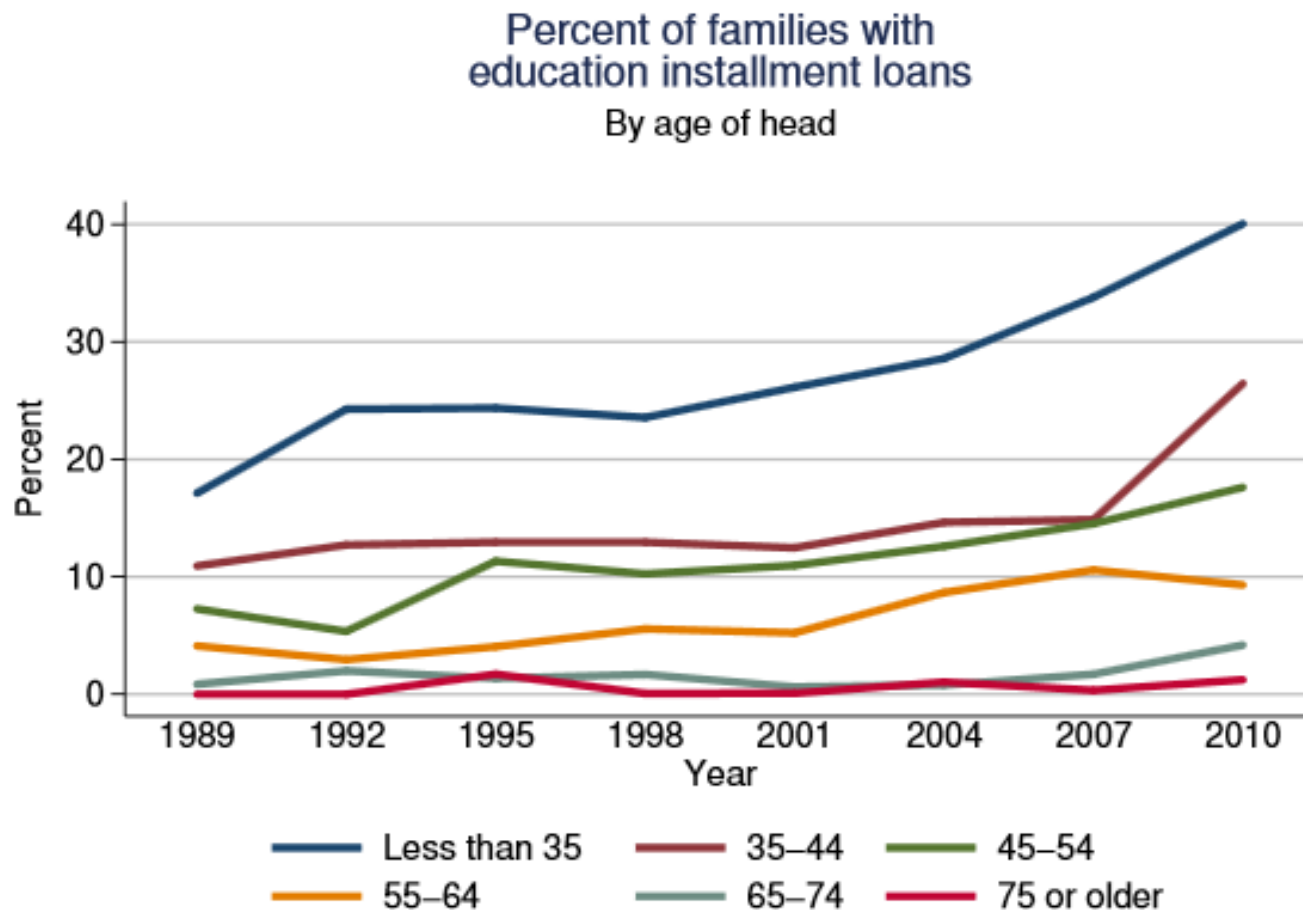
# + Disparities in educational attainment are large and persistent

**MN-born young adults (age 25-39) with  
an associate's degree or higher by race/ethnicity**

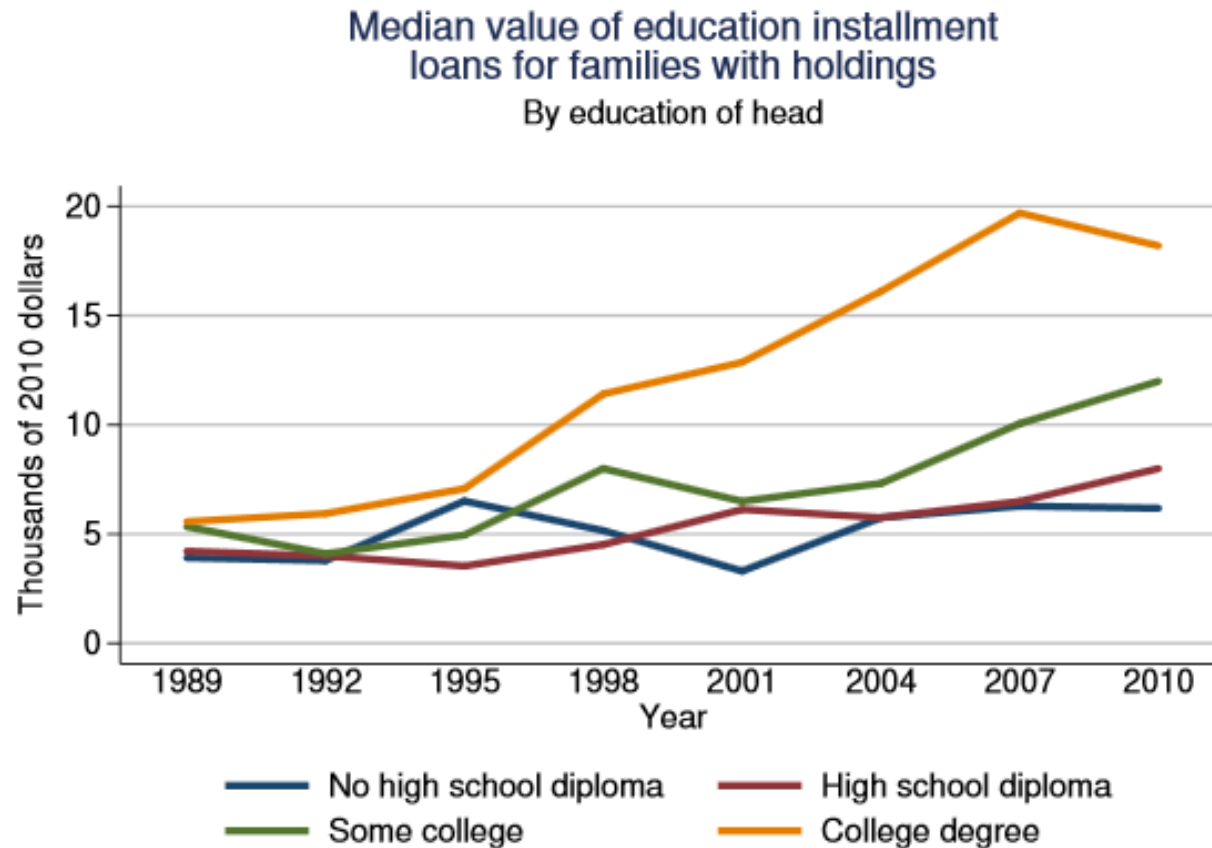


Source: Tabulated by the Minnesota State Demographic Center from the Integrated Public Use Microdata Series

# + 40% of young families had education installment loans in 2010



+ Loan values have grown for those with college degrees



# + Minnesota is historically well-positioned to be competitive

## Percent (age 25+) with a bachelor's degree or higher Rank of states, 2010

	States (1=best)	2010
1		
2		
3		
4	1	
5	2	
6	3	
7	4	
8	5	
9	6	
10	7	
	8	
	9	
	10	

## Babies born at low birth weight (all births including multiples)

Rank of states, 2010

## Real per capita Gross Domestic Product

Rank of states, 2010

## Residents under age 65 without health insurance Rank of states, 2010

	States (1=best)
1	Massachusetts
2	Hawaii
3	Vermont
4	Minnesota
5	Connecticut
6	Iowa
7	Wisconsin
8	Delaware
9	North Dakota
10	Pennsylvania

## Median household income

Rank of states, 2010

	States (1=best)	2010
1	Maryland	\$68,854
2	New Jersey	\$67,681
3	Alaska	\$64,576
4	Connecticut	\$64,032
5	Hawaii	\$63,030
6	Massachusetts	\$62,072
7	New Hampshire	\$61,042
8	Virginia	\$60,674
9	California	\$57,708
10	Delaware	\$55,847
11	Washington	\$55,631
12	Minnesota	\$55,459



Questions?  
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